


UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-292958	3/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon.com Services, LLC	b. Tel. No. 888-892-7180
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) 975 Powder Plant Road Bessemer, AL 35022	e. Employer Representative Mamadou Diop, Director of Operations
	g. e mail
	h. Number of workers employed 5,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse and distribution center	j. Identify principal product or service shipment of goods and products
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
The above named Employer unlawfully interfered with, restrained, coerced and/or discriminated against an employee when (b) (6), was suspended for arguing with co-workers during a captive audience meeting on January 23, 2022. The suspended employee supported the organizing drive. The co-workers, who opposed forming a union, did not receive discipline for their conduct during the meeting. The suspension of the employee for engaging in protected activity violated the Act. After the employee returned to work in March 2022, (b) (6), was told by managers that i (b) (6), got into another argument with a co-worker (b) (6), would be terminated. The threat of termination for arguing with another co-worker is an overly broad and unlawful rule. The Employer's conduct violates Section 8(a)(1) and/or 8(a)(3) of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Retail, Wholesale and Department Store Union	
4a. Address (Street and number, city, state, and ZIP code) 1901 10th Avenue South Birmingham, AL 35205	4b. Tel. No. 205-322-7452
	4c. Cell No.
	4d. Fax No. 205-322-8447
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers, International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Richard P. Rouco, Attorney (Print/type name and title or office, if any)
Tel. No. 205-870-9989	
Office, if any, Cell No.	
Fax No.	
e-mail rrouco@qcwdr.com	
Address 2 -20th Street North, Suite 930, Birmingham, AL 35203 Date 03/23/2022	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT


Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942 43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-292962	Date Filed 3/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon.com Services, LLC	b. Tel. No. 888-892-7180
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 975 Powder Plant Road Bessemer, AL 35022	e. Employer Representative Mamadou Diop, Director of Operations
	g. e mail
	h. Number of workers employed 5,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse and distribution center	j. Identify principal product or service shipment of goods and products
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
The above named Employer unlawfully interfered with, restrained, coerced and/or discriminated against an employee when it suspended (b) (6), (b) (7)(C) for allegedly failing to submit I-9 documentation. The employee submitted the information as requested on the A-Z app and then resubmitted the information in person. The employee was an open supporter of the Union and appeared in a pro-Union video which (b) (6), (b) (7)(C) managers indicated they had seen. The Employer's conduct violates Section 8(a)(1) and/or 8(a)(3) of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Retail, Wholesale and Department Store Union	
4a. Address (Street and number, city, state, and ZIP code) 1901 10th Avenue South Birmingham, AL 35205	4b. Tel. No. 205-322-7452
	4c. Cell No.
	4d. Fax No. 205-322-8447
	4e. e mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers, International Union	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Richard P. Rouco, Attorney (Print/type name and title or office, if any)
Tel. No. 205-870-9989	
Office, if any, Cell No.	
Fax No.	
e-mail rrouco@qcwdr.com	
Address 2 -20th Street North, Suite 930, Birmingham, AL 35203 Date 03/23/2022	

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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 10-CA-292966	Date Filed 3/25/2022

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Amazon.com Services, LLC	b. Tel. No. 888-892-7180
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 975 Powder Plant Road Bessemer, AL 35022	e. Employer Representative Mamadou Diop, Director of Operations
	g. e-mail
	h. Number of workers employed 5,000
i. Type of Establishment (factory, mine, wholesaler, etc.) Warehouse and distribution center	j. Identify principal product or service shipment of goods and products
The above named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
The above named Employer unlawfully interfered with, restrained, coerced and/or discriminated against an employee when it retaliated against (b) (6), (b) (7)(C) for wearing a pro-union button. When the supervisor saw the employee with a pro-union button (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) not to speak to (b) (6), (b) (7)(C) anymore "because (b) (6), (b) (7)(C) with the devil." Shortly after this interaction, the supervisor started assigning the employee to less favorable jobs. The supervisor also engaged or created the appearance of surveillance of protected activities and interfered with protected activities by interrupting conversations with a known Union supporter/employee organizer. Finally, agents of the Employer unlawfully polled and/or interrogated the employee about (b) (6), (b) (7)(C) support for the Union. The Employer's conduct violates Section 8(a)(1) and/or 8(a)(3) of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Retail, Wholesale and Department Store Union	
4a. Address (Street and number, city, state, and ZIP code) 1901 10th Avenue South Birmingham, AL 35205	4b. Tel. No. 205-322-7452
	4c. Cell No.
	4d. Fax No. 205-322-8447
	4e. e mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) United Food and Commercial Workers, International Union	
6. DECLARATION	
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Richard P. Rouco, Attorney (Print/type name and title or office, if any)
Tel. No. 205-870-9989	
Office, if any, Cell No.	
Fax No.	
e-mail rrouco@qcwdr.com	
Address 2 -20th Street North, Suite 930, Birmingham, AL 35203 Date 03/23/2022	

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